

Opening & Prayer

Pastor Dick opened the meeting prayer.

Roll Call

The following elders were present: Wayne Batten, Andy Brimer, Dick Bickings, Mark Culton, Tim Gibson, Byron Roth and Shawn Sommons. Scott Holwick was excused absent.

Devotional & Prayer

Pastor Tim led the elders through a devotional from Hebrews 13:7,17. As leaders we are to be examples, and we are to give instruction to our people. We watch over the souls of the congregation, and we will give an account. We talked about how we can care for our people and notice red flags where people might be struggling in our congregation. We also discussed the sobering process of church discipline as outlined in Matthew 18. The elders then spent some time in prayer.

Approval of Minutes

Motion was made to approve the minutes from the July 14, 2014 Board of Elders meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (Attachment 1). We are behind right now, but we are praying things pick up throughout the remainder of the year. Andy discussed the building capital improvements and things that still might need to be done. He also reported that the technology team will still fall under Finance. A **motion** was made to approve the financial report. This was **seconded** and **passed**.

Beth Moore Discussion

The elders decided to postpone the discussion about Beth Moore and her doctrine until next month. We will continue to listen to critiques of Moore and read some first-hand sources before next meeting.

Worship Coordinator Position

The elders discussed possibilities for filling the need in light of Jennie Flicker's resignation. Several interim possibilities were discussed as well as long-term solutions. The elders made a **motion** to hire Heather Hunsberger as an Interim Worship Coordinator for 27 hours per week (which includes 5 hours of overtime). Heather will reduce her youth ministry assistant hours from 22 to 18. This motion was **seconded** and unanimously **approved**.

The elders are putting a plan in place to address a long term solution which may include hiring a full-time pastor. This pastor would fulfill worship ministry needs as well as other ministry needs in accordance with Ebenezer's vision and this man's calling.

Membership and Discipline

The elders voted on the following for church membership:, Daniel D'Imperio, Kelly D'Imperio, Judy Smale, Rick Smith. All were approved, Rick Smith pending baptism.

Nominating Committee

The elders discussed potential elder and deacon candidates, and some men will be contacted.

Pastoral Reports

The pastors submitted their monthly reports and summarized them for the elders:

- Tim Gibson, Senior Pastor (Attachment 2)
- Dick Bickings, Pastor of Discipleship (Attachment 3)
- Mark Culton, Pastor of Youth (Attachment 4)

Adjournment & Prayer

The meeting was closed in prayer and adjourned.

Respectfully submitted,

Mark Culton

Secretary to the Board of Elders

Attachment #1

August 11, 2014

To:

Board of Elders

From:

Andy Brimer, Treasurer

Subject:

Financial Report for August 2014

Attached you will find the following for the August 2014 Financial Report:

- July Financial Statement
- July YTD Financial Statement
- Graphical representation of:
 - 1. Income compared to projected budget
 - 2. Expenses compared to projected budget
 - 3. Income trends in relation to expense trends
 - 4. Asset trends

In reviewing the financial statements I would like to make the following comments:

- Total income for July was 80% of the budgeted forecast while the YTD income was 94% of the budgeted forecast.
- Expenses for July were 93% of the budgeted forecast while the YTD expenses were 93% of the budgeted forecast.

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY YTD 2014 FINANCIAL STATEMENT

BALANCE SHEET REPORT

GENERAL FUND - BUDGET vs. ACTUAL

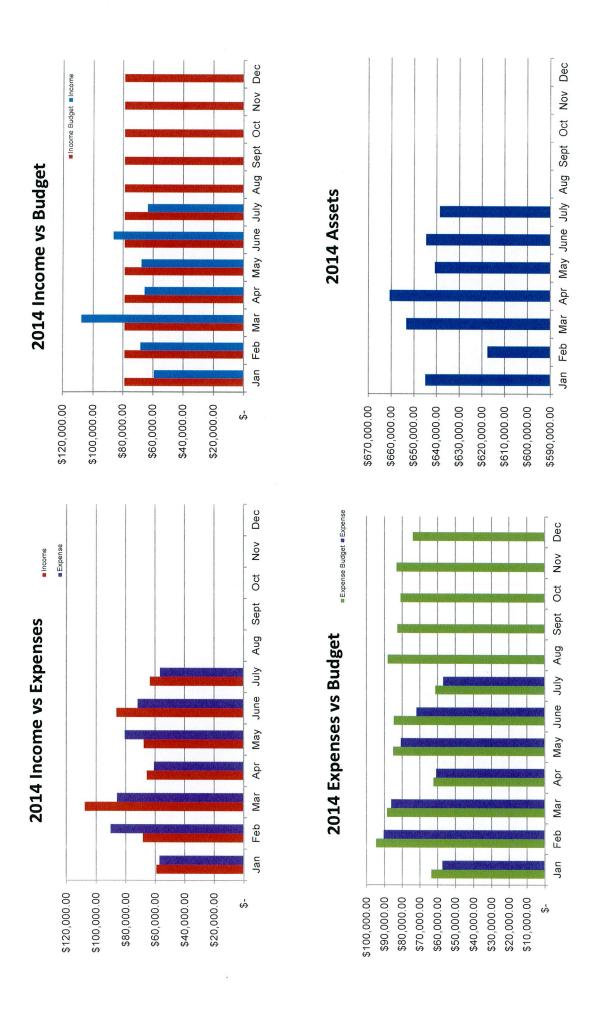
ASSETS	31~Jul-14	31-Dec-13	\$ Change	3	July YTD	Budget	Variance %	% BGT YTD
18000 · Checking (KNBT)	474,869,41	506,289,49	-31,420,08	meome 1100 - Offerings / Giffs	510 482 89	544 995 50	-34 512 64	%76
18002 · CDs (KNBT)	67,503.05	67,134.49	368.56	1400 · Interest	652.07	510.42	141.65	128%
19000 · Savings (M&T Bank)	90,732.51	90,679.83	52.68	1700 · Memorials	300.00	0.00	300.00	A/N
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	7,589.19	7,589.19	0.00	100%
Total Checking/Savings	638,480.64	669,479.48	-30,998.84	Total Income	519,024.15	553,095.11	-34,070.96	94%
TOTAL ASSETS	638,480.64	669,479.48	52.68	Expenses				
				2000 · General Church Finance	23,661.48	22,008.00	1,653.48	108%
LIABILITIES				3000 · Discipleship Ministries	13,278.88	18,666.32	-5,387.44	71%
Current Liabilities				5000 · Evangelism Ministries	5,752.77	1,675.00	4,077.77	343%
901 · Building Fund	89,223.19	82,096.19	7,127.00	6000 · Missions	84,563.84	83,775.00	788.84	101%
902 · Capital Improvement Fund	-41,767.86	0.00	-41,767.86	7000 · Deacon Ministries	52,329.15	46,972.44	5,356.71	111%
903 · Transportation Fund	88.00	18.00	70.00	8000 · Worship	3,742.40	4,125.00	-382.60	91%
904 · Scholarship Fund	3,141.50	1,717.50	1,424.00	9000 · Office Expenses	10,864.59	11,075.92	-211.33	%86
905 · Faith Promise	19,830.69	30,341.69	-10,511.00	10000 · Congregational Care	618.44	1,900.00	-1,281.56	33%
907 · Benevolence Fund	17,273.73	13,391.30	3,882.43	11000 · Compensation	309,262.42	349,445.62	-40,183.20	%68
908 · Music Fund	144.20	49.20	95.00	Total Expense	504,073.97	539,643.30	-35,569.33	%86
911 · Year End Accruals	8,480.16	8,480.16	00:00					
912 · Run For The Children	808.01	2,458.01	-1,650.00	Net Ordinary Income	14,950.18	13,451.81	1,498.37	
914 · HRA	2,788.67	0.00	2,788.67	Net Fund Transfer between Accts.	7,000.00	0.00	7,000.00	
915 · Youth Summer Missions	244.55	105.73	138.82	Net Income	7,950.18	13,451.81	-5,501.63	
100 · Payroll Liabilities	6,498.24	7,044.32	-546.08					
Total Current Liabilities	106,753.08	145,702.10	-38,949.02	DESIGNATED FUNDS	ED FUNDS			
Long Term Liabilities					Income	Expenses	Net	
810 Mortgage	0.00	00.0	0.00	901 · Building Fund	7.127.00	00.00	7,127.00	
Total Long Term Liabilities	0.00	0.00	0.00	903 · Transportation Fund	70.00	00.0	70.00	
Total Liabilities	106,753.08	145,702.10	-38,949.02	904 · Scholarship Fund	1,622.00	198.00	1,424.00	
i.				٠	25,349.00	35,260.00	-9,911.00	
Equity					12,966.80	9,084.37	3,882.43	
900 · Retained Earnings	931,656.18	959,280.04	-27,623.86	908 · Music Fund	95.00	0.00	95.00	
	01.006,7	90.620,12-	33,374.04					
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	OTHER LIABILITY ACCOUNTS	TY ACCOUN	TS		
Total Equity	531,727.56	523,777.38	7,950.18	902 · Capital Improvement Fund	3,958.09	37,499.14	-33,541.05	
TOTAL LIABILITIES & EQUITY	638,480.64	669,479.48	-30,998.84	911 · Year End Accruals	0.00	0.00	0.00	
0,0				912. Run For The Children	150.00	1,800.00	-1,650.00	
(Inday)			71/11/8	914 · HKA 915 · Vouth Simmer Missions	7,000.00	4,211.33	2,788.67	
Treasurer		ľΩ	Date	Total Other Current I jabilities	62 307 89	91.884.02	-29 576 13	

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY 2014 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	4.1.1.4	20 1.15					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Assets - Chacking/Savings	+	t -1100-00	* Cilalige	locomo	July	afana	Valiatice
18000 · Checking (KNBT)	474.869.41	481,129,16	-6,259.75	1100 · Offerings / Giffs	61,252,35	77,856,50	-16,604,15
18002 · CDs (KNBT)	67,503.05	67,461.48	41.57	1400 · Interest	83.23	72.92	10.31
19000 · Savings (M&T Bank)	90,732.51	90,724.80	7.71	1700 · Memorials	50.00	0.00	50.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	00.00	1900 · BCS / Bldg Use	2,168.34	1,084.17	1,084.17
Total Checking/Savings	638,480.64	644,691.11	-6,210.47	Total Income	63,553.92	79,013.59	-15,459.67
TOTAL ASSETS	638,480.64 644,691.11	644,691.11	-6,210.47	Expenses			
	•			2000 · General Church Finance	1,442.34	172.00	1,270.34
LIABILITIES				3000 · Discipleship Ministries	2,859.81	2,248.76	611.05
Current Liabilities				5000 · Evangelism Ministries	62.87	25.00	37.87
901 · Building Fund	89,223.19	88,304.19	919.00	6000 · Missions	71.00	200.00	-129.00
902 · Capital Improvement Fund	-41,767.86	-32,2	-9,484.56	7000 · Deacon Ministries	5,838.85	6,537.50	-698.65
903 · Transportation Fund	88.00	88.00	00.0	8000 · Worship	513.02	625.00	-111.98
904 · Scholarship Fund	3,141.50	2,981.50	160.00	9000 · Office Expenses	1,613.36	1,345.84	267.52
905 · Faith Promise	19,830.69	23,680.69	-3,850.00	10000 · Congregational Care	00.00	250.00	-250.00
907 · Benevolence Fund	17,273.73	18,009.12	-735.39	11000 · Compensation	44,358.91	49,837.11	-5,478.20
908 · Music Fund	144.20	144.20	00.0	Total Expense	56,760.16	61,241.21	-4,481.05
911 · Year End Accruals	8,480.16	8,480.16	00.0				
912 · Run For The Children	808.01	808.01	00.0	Net Ordinary Income	6,793.76	17,772.38	-10,978.62
914 · HRA	2,788.67	3,517.50	-728.83	Net Fund Transfer between Accts.	00.0	0.00	0.00
915 · Youth Summer Missions	244.55	-694.44	938.99	Net Income	6,793.76	17,772.38	-10,978.62
100 · Payroll Liabilities	6,498.24	6,721.68	-223.44				
Total Current Liabilities	106,753.08	119,757.31	-13,004.23	DESIGNAT	DESIGNATED FUNDS		
Long Term Liabilities					Income	Expenses	Net
810 · Building Mortgage	00.00	00.00	00.0	901 · Buildina Fund	919.00	00.00	919.00
Total Liabilities	0.00	00.0	0.00	903 - Transportation Fund	00.00	00.0	00.00
Total I ong Term Liabilities	106 753.08	119.757.31	-13 004 23		160 00	00 0	160.00
					3,350.00	7,200.00	-3,850.00
EQUITY				907 · Benevolence Fund	1,676.50	2,411.89	-735.39
900 · Retained Earnings	931,656.18	931,656.18	00.0	908 · Music Fund	00.0	00.00	00.0
Net Income	7,950.18	1,156.42	6,793.76				
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	OTHER LIABILITY ACCOUNTS	TY ACCOU	NTS	
Total Equity	531,727.56	524,933.80	6,793.76	902 · Capital Improvement Fund	00.00	9,484.56	-9,484.56
TOTAL LIABILITIES & EQUITY	638,480.64	644,691.11	-6,210.47	911 · Year End Accruals	0.00	0.00	0.00
				912. Run For The Children	0.00	0.00	0.00
(missin)	-		71/11/20	914 · HKA 915 · Vouth Summer Missions	0.00	728.83	-/28.83
Treasurer		,-	Date	Total Other Current Liabilities	7 175 50	19 956 29	-12 780 79
		•	,			11:55:	



Pastor Tim's Ministry Report August 11, 2014

Attachment #2

Studying & Preaching: I finally finished preaching through Hebrews 11. It was a real joy to study the faith of those Old Testament saints. Now we are moving into the last 2 chapters of Hebrews, which I have entitled "Finishing the Race."

Worship Ministries: (From Jennie Flicker)

The choir music and materials were moved in the worship closet to make room for the Primetimers. They have moved their things into the provided space in that closet. Work can now begin in order to move the Simulcast Equipment into the Primetimer's space. With my resignation as worship coordinator, the job responsibilities have been assigned to various individuals (Heather Hunsberger, Matt Flicker, Jennie Flicker, and Kevin Gascho will have the bulk of the responsibility). Matt Flicker and John Huie attended the National Worship Leader Conference and learned a bit about things that we are doing well and things that can be improved upon.

Worship Coordinator: To my surprise and heartbreak, Jennie Flicker has resigned as the worship coordinator after 13 years of ministry. She has taken a teaching job at Stroudsburg East High School. We will miss her greatly. Now we must focus on how the Lord will lead us into the future in regard to our worship ministry at EBFC.

<u>Pre-marital Counseling</u>: I continue to meet with one couple for pre-marital counseling each week.

New member/Baptism Interviews: I have had several new member as well as baptism interviews. It is a joy to see new people come to know Jesus as savior and Lord and have a desire to join the Church and be willing to serve and support the local Church.

Lunch/Breakfast Meetings: I continue to have several lunch and breakfast meetings with men in the church. These meetings are vital to build relationships with men for mentoring and accountability.

<u>Christian Beliefs Class</u>: We are about to complete the class. It has been an incredible study and I believe those who have faithfully attended have been stretched in their theological understanding. It has been a tremendous success.

Forks Church Plant: I am on the Forks Township Transition Leadership Team (TLT) under the leadership of Tim Zuck. We met on August 6 and established our role as encouragers and feedback for the Church planting team.

<u>Vacation</u>: My family spent 2 weeks in Louisiana, Oklahoma and Texas. It was a joy to see family and friends. We had a refreshing time.

It is a joy to get back to the Lehigh Valley and be a part of the ministry of Ebenezer Bible Fellowship Church. I look forward to see what the Lord has in store for us in the fall of 2014.

Serving Christ,

Pastor Tim Gibson

Attachment #3

POD (Pastor of Discipleship) Report –Jul/Aug 2014

I am nearing the end of my personal study through the Pentateuch, I am currently in the book of Deuteronomy and landed on some of the final words of Moses in chapter 30...

""For this commandment that I command you today is not too hard for you, neither is it far off. It is not in heaven, that you should say, Who will ascend to heaven for us and bring it to us, that we may hear it and do it?" Neither is it beyond the sea, that you should say, Who will go over the sea for us and bring it to us, that we may hear it and do it?" But the word is very near you. It is in your mouth and in your heart, so that you can do it." (Deuteronomy 30:11–14, ESV)

What struck me about this passage is how God has made himself known and his words clear to us so that we are without excuse when we disobey them. God has given us his words in such a way that they are be obeyed; they are not out of our reach, whether in heaven or on the other side of the sea!

"Oh God, may I always obey your words, which you have made knowable and attainable for me to accomplish. Amen."

With that in mind, here is a quick summary of some of the ministry opportunities from July/August 2014:

Kids Crossing

- Cross Time Sunday School: Summertime is always a challenge for finding subs for teachers as each takes their turn on vacation. But, praise the Lord, he has always provided in the nick of time! Please continue to pray however, that the Lord would provide a good pool of subs since many times we run into this trouble throughout the year when our main teachers are on vacation or sick.
- Early Childhood (2&3 year-olds): Continuing to go well for both services and Sunday School.
- Children's Church: The Gospel Project curriculum worship segment continues to work well for Children's Church.
- Wednesday Evening Programs: Our Awana program is currently gearing up for the fall with two training/open house meetings on August 20&27. Please pray that the Lord will send the necessary workers, since we have lost 12+ workers since the close of last year. Awana is scheduled to begin on September 17.
- Day Camp (August 4-8) @ Victory Valley: 23 kids attended this daily program which included exciting
 activities such as paddle boats, hiking, archery, swimming, roller skating, ropes & challenge courses, crafts,
 campfires, Bible lessons, praise songs, and scripture memorization. It was great to hear the kids singing the
 songs and quoting the scripture verses while riding on the bus. Praise the Lord for the work that was done
 in the lives of these kids by the counselors and leaders at Victory Valley for the Kingdom of God.

Student Ministry

• See Pastor Mark's report.

Adult Ministry

- Adult Electives: With two weeks left in our summer semester, we are looking at the following 3 classes for the fall 2014 semester:
 - o Ezekiel Scott Holwick
 - o Deuteronomy Rich Mastronardo
 - o Galatians, Ephesians, Philippians Dick Bickings

Please pray that the Lord would send forth some new adult elective teachers so that we may offer a variety of subjects, and give the current teachers a break. We currently only have 5 teachers.

- Men's Ministry:
 - O **Bethel Series:** We are currently gearing up for our Bethel NT study set to begin the first week in October 2014.

O Men's Bible Studies/Prayer:

- Tuesday mornings from 6:15 AM 8:00 AM, Men's prayer time with 3-4 men attending.
- Thursday mornings from 6:15 AM 7:30 AM, This early morning bible study group is currently doing a study on Ezra & Nehemiah.
- Women's Ministry: Here is an update from Laura...

"SHE LEADS: We had an incredible day at the SHE Leads conference! Over 140 women attended from 5 different states. Four ladies from the WM team attended with me as well. Only 2 ladies from our own church attended this training event, which I think is unfortunate. I felt God really used the session I prepared to move into the lives of women in a meaningful way.

Summer Bible Study: We concluded summer study. Although we had 60 women signed up to come, I think we averaged 25-40 women on a regular basis. It would seem summer is a difficult time to have a study, and will be something I consider for summers to come.

MOPS: We are still looking for some mentor moms to help out this year. I do think MOPS is heading in a much spiritual emphasis.

WM team is currently reading through, "Jesus on Leadership" together. I am hoping that we will definitely reflect on the way Jesus lead as a servant and that will lead in that way as well.

We also feel that we need to implement a way to reach out to women who do not necessarily feel connected to our church. I am hoping that with the numerous Bible studies and different variety of choices that more women will choose to be involved in some way.

I am hoping to offer I&2nd Thes. by Beth Moore in the fall. I am currently viewing the entire study. I think it would be great to offer a study of particular book of the bible.

I am currently recovering from ankle surgery and will be doing quite a bit from home which will include any and all meetings as well.

I am also going to be seeing a new lady from another church for encouragement and bible study.

It is a joy for me to serve the Lord, who I love with all of my heart."

Discipleship Support

• **Kinship:** Our new 2014/2015 Kinship year is set to begin September 14. I am currently working alongside Bob Gill to brainstorm and organize so that this year will be the best ever. We are targeting a better way to keep track of the groups, both attendance and content, and want to seek new leaders to start new groups so that every member/regular attender of EBFC is able to take part.

Evangelism/Outreach:

- LITC Followup: Plans are currently being made to followup and continue with our outreach there in South Bethlehem. A planning meeting is scheduled for August 31 to brainstorm this effort.
- **GROW Ministry:** This ministry to our visitors and shut-ins is still in the detailed planning stages. We had our one day training event on May 17, 2014 which resulted in quite a few action items to be worked out. I am still working on producing the training video from the event in order to train those who could not make the training. We are currently thinking through whether the Kinship groups are the right teams for this ministry, or whether we should go with different unique teams.

Other:

- Continued to meet with several young men to counsel and encourage
- Helped with LITC Outreach program
- Drove Church bus for Victory Valley Day Camp

- Facilitated our "Summer in the Psalms" theme for prayer meeting
- Preached one Sunday, and taught "Basic Belief's" class for Pastor Tim during his vacation
- Taught Biblical Thinking Class on Sunday mornings for Adult Electives
- Continuing in Greek 1,TNARS seminary course, which is a part of my BS501 Biblical Languages course, as time permits.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Attachment #4

Student Ministries Report - July 2014

The proverbs of Solomon, son of David, king of Israel: To know wisdom and instruction, to understand words of insight, to receive instruction in wise dealing, in righteousness, justice, and equity;

Proverbs 1:1-3, ESV

We just began a series on the book of Proverbs with the high school students, and we looked at these verses the other night. One of the phrases that caught my attention as a parent is found in vs. 3 - "to receive instruction". This is something important that must happen in our children's hearts, where they submit to the Word of God and our instruction as parents. We cannot force our kids to submit with their heart and gladly obey. We can "force" our children to know wisdom and instruction by teaching them regularly, and we can even force them to abide by our rules. But we cannot force a tenderness of heart that can only come when God graciously works in them. Because of this, we must as parents and youth workers pray regularly for God to soften the hearts of our teens so that they "receive" the instruction of the Word of God.

Teaching

Middle School

In our Core Truth curriculum, we began a new mini-series on Salvation.

High School

We just began to study the book of Proverbs.

Sunday School

In our "Gospel Truth" curriculum, we are focusing on the Law that God gave to Israel, which was "God's Way" to live.

Preaching

Had the blessing of preaching Psalm 107 when Pastor Tim was away.

Shepherding

- Met with a young adult to give advice and counsel.
- Was able to connect with a family who left our church a while ago and still has teenagers. We were able to have dinner and encourage them.
- Counseling a family that is going through a very difficult time.

Staff

 We had a new young adult come on board as a growth group leader. He will be serving with our high school guys. It is great to have new volunteers!

Activities

• HS Girls beach day

A few of the female staff members took the high school girls to the beach for a time of

fellowship and fun.

• Illuminite

LITC

What a good week of ministry to the Lynfield Community. We met some great kids and some neat families as we ministered, and a number of children professed to place their faith in Jesus Christ that week. We are praying about ongoing ministry to the Lynfield community, and have a discussion meeting about the steps forward on August 31st.

• Movie Night

The night of LITC the students watched a movie together at youth group and took a little break from our normal routine.

MS Beach Day

We took some of the middle school students to the beach, and some of our high school student leaders went as well to build relationships with the younger students in hopes of mentoring and encouraging them.

• Worship/Testimony/Prayer Night

We had another special youth group night where we shared testimonies, sang some worship songs and spent time in focused prayer together.

Kickback

We had a great camping trip with our high schoolers. It is a great time for relationship building, as well as spiritual development. We talked about how to share our faith with people who disagree with us.

Other

- Was able to go to a Unite lunch, where I was able to connect with youth pastors from the area that I haven't in a while.
- Participated in the Semi-annual meeting.
- Was able to meet one of the influential mentors in my life for lunch since he was in from Wisconsin.
- Met with a potential worship leader for Sno Glo 15.

Respectfully Submitted,

Mark Culton